

(CLASSIFICATION)

64-4718

OFFICE OF THE DIRECTOR

Action Memorandum No. 382

Date _____

TO : Deputy Director/Intelligence
Deputy Director/Plans
Deputy Director/Science and Technology
Deputy Director/Support

SUBJECT : Midcareer Rotational Program

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1. In discharging its responsibility to provide the best possible training for Agency personnel, the Office of Training must have access to the services of highly qualified officers who are experienced and are current substantively. In most instances, these officers are assigned outside the Office of Training and it follows, therefore, that the Office of Training should be in a position to levy on the Directorates a requirement for instructors on rotational tours of duty.

2. Because OTR provides training for the entire Agency, and in view of the fact that past experience suggests that a broader and more orderly approach would be useful, the concept of rotational programs between OTR and other Agency components should be expanded to include the four Directorates. Experienced officers outside of OTR can make a strong contribution to the training effort and will, on completion of their assignments to OTR, bring back additional skills and experience to their parent components. Similarly, qualified OTR officers should be rotated to the Directorates to fill vacancies created by the assignment of Directorate officers to OTR. It is essential that OTR instructor personnel broaden and renew their experience in the substance and skills which they are responsible for transmitting in the training process.

3. I am convinced that an effective approach to the objective of accomplishing more systematic rotation between the four Directorates

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and CTR is provided by the Midcareer Program. Designed for Agency officers selected qualitatively and groomed for advancement, the Midcareer Program affords a particularly appropriate means to achieve rotation of Agency officers to and from CTR with consequent advantage to the training program, to the Career Services, and to the individual officers.

4. I can think of no better time to implement this policy than right now, when the Career Services are planning five-year programs for their midcareerists. By way of getting this program started, I am assigning herewith annual quotas of qualified midcareer officers to be rotated to the Office of Training as follows:

DD/P -- 5

DD/I -- 3

DD/S -- 2

DD/S&T -- one officer every two years

Lyman B. Kirkpatrick
Executive Director

Originating Office: OTR

Retyped for signature O/ExecDir:mp (26 June 64)

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